

# POWERING YOUR POTENTIAL



## Powering India since 1962

Everything Cummins has done for the past 60 years in India defines who we are today. Since 1962, we have approached every moment as an opportunity to innovate at work, empower our people and communities, and positively impact our planet. Playing an integral role in driving the India growth story, Cummins has earned the trust of our stakeholders through the reliability of our products and the excellence of our people. This trust is our responsibility and will continue to guide our future success and commitment to 'Powering India'.

Cummins is a place big enough to coach and develop a global workforce and create the world's leading clean engine technology. We're also small enough for you to find your fit and personal passion with a team of dependable, innovative thinkers who are developing their careers within a diverse, inclusive, and empowering environment.

## Powering lives through innovative solutions



### Heavy Duty Trucks

Our diesel, natural gas and other engines offer superior results, while meeting emission standards



### Railway

We leverage our engineering capabilities to power a large network of railways



### Medium Duty Trucks

Our powerful engines meet emission standards and offer a dependable performance



### Construction, Agriculture, and Pumps

Our off-highway engines are used in equipment across construction, agriculture, and more



### Stationary Power

Our home and light commercial generators offer power during the most crucial hours



### Mining, Marine, Oil and Gas, Defense

Our efficient, clean and capable powertrains and engines are used across heavy industrial machinery space



### Light Duty Automotive

Powering every light duty vehicle, delivering reliability and durability, during every ride





**7 legal entities**  
including three joint ventures  
across 200 locations



**5 business units**  
Engine, Power systems,  
Distribution, Components  
and New Power



**21 manufacturing plants**  
with 450 customer  
touchpoints in India



### **Cummins India Office Campus, Pune**

*Celebrating 'One Cummins' and achieving goals together*

Cummins India's Pune office campus, our regional headquarters, is a modern and sustainable workplace that covers 15 acres. This LEED Gold-certified facility, featuring open-plan workspaces, breakout areas, and informal meeting spaces, is designed to promote collaboration, creativity, and innovation among employees.

The campus is a testament to the company's dedication to sustainability, innovation, and employee well-being. The facility also represents 'One Cummins', where teams across functions and departments come together to achieve common goals.

### **Cummins India Megasite**

*Propelling our manufacturing efforts through our manufacturing excellence hub*

Cummins Megasite in Phaltan, Maharashtra, India, is a 225-acre campus established in 2008 and houses various manufacturing operations of the Cummins Group. The facility is committed to sustainable manufacturing practices, reducing its carbon footprint through initiatives such as energy-efficient lighting, solar power, water conservation, and waste management. Its focus on research and development, and advanced technologies enable the Megasite to produce world-class engines for both domestic and international markets.

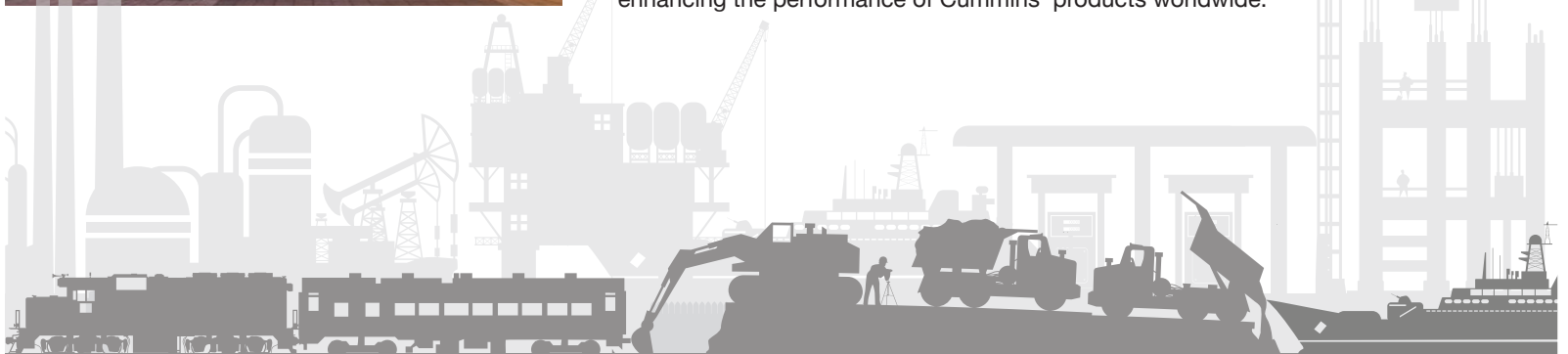


### **Cummins Technical Center India (CTCI), Pune**

*Engineering ground-breaking innovations for India and the world since 2018*

Cummins Technical Center India (CTCI) is a full-fledged Technical Center in India that supports all Cummins businesses globally. Geared toward strengthening Cummins' capabilities to design technologies for the future, this center houses over 2,500 engineers and delivers the company's brand promise of innovation and dependability.

With a focus on sustainability and innovation, the Technical Center is at the forefront of developing advanced technologies that promote cleaner, greener, and more efficient energy solutions. The center's work has a significant impact on reducing emissions, improving fuel economy, and enhancing the performance of Cummins' products worldwide.



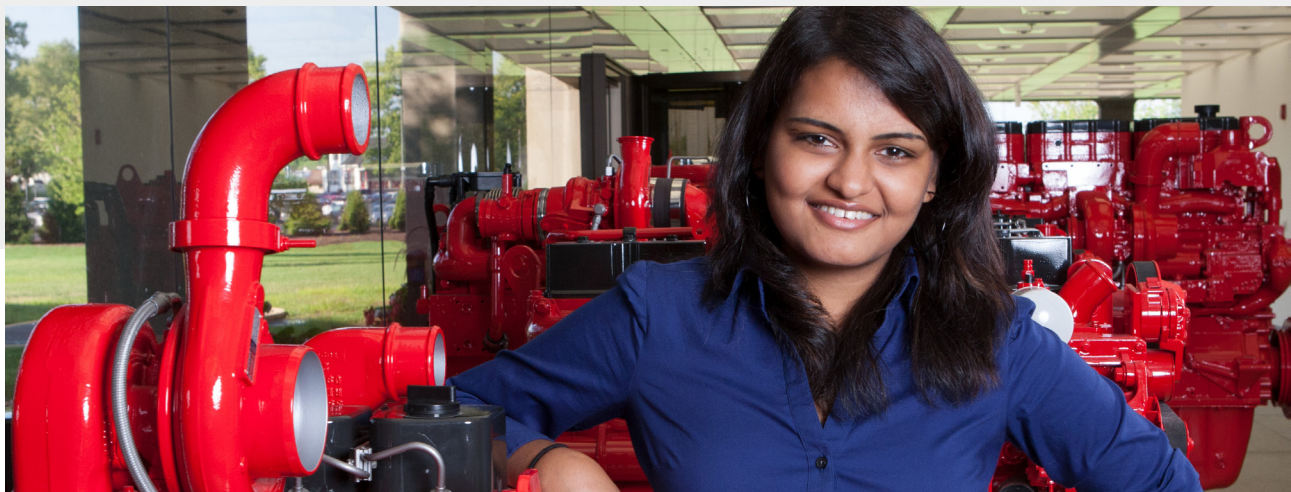
## Awards & Recognition

2023

- **Excellence in Industrial Disaster Risk Management:** Cummins India Parts Distribution Center (IPDC) bagged Silver at the national level
- **Most Valuable Employer Award During COVID-19:** Won Bronze at the prestigious The Economic Times Human Capital Awards

2022

- **Society of Women Engineers (SWE) WE Local Awards**
- **Economic Times Promising Plants Award**
- **Ranked amongst the Top 25 Best Places to Work in India** by AmbitionBox
- **Golden Peacock Occupational Health and Safety Award**
- **Manufacturing Today's 7th Annual Re-inventing the Future Series Award** presented by Aditya Birla Group
- **"Gold" employer in the India Workplace Equality Index (IWEI) 2022**



## Powering the **Potential** of our People

'Our people are at the heart of everything that we do. We are committed to inspiring and encouraging our employees to reach their full potential by helping them become the author of their own story at Cummins.'

- 1 Rewards and Recognition
- 2 Benefits
- 3 Commitment to Diversity
- 4 Hire-to-Develop
- 5 Managers as Leaders
- 6 Work-Life Integration
- 7 Innovation and Technology
- 8 Community Involvement
- 9 Career Development Opportunities
- 10 Work Environment
- 11 Job Interest Alignment



We are bound together by a range of principles that ensure synchronous work while affirming that our many hearts beat for one purpose:

01

**Job Interest Alignment**

Setting clear objectives and expectations by aligning personal interests with organizational goals

02

**Recognition**

Acknowledging exceptional efforts of employees for achieving important milestones

03

**Innovation and Technology**

Pushing boundaries to do new things

04

**Work-Life Integration**

Maintaining a balance through flexi-working guidelines, maternal and paternal leaves and an in-house crèche

05

**Career Development Opportunities**

Transparency on performance evaluation through an Integrated Talent Management System

06

**Hire-to-Develop**

Providing access to career opportunities that allow them to develop and continuously learn through meaningful work

07

**Internal Job Movements**

Employees who wish to or are open to relocating and exploring new career opportunities

08

**Benefits**

Access to health, nutrition, psychological and financial wellness resources to gain information on improving overall health and wellness

09

**Work Environment**

Focusing on inspiring and encouraging employees to reach their full potential by creating an environment where people feel free to express their thoughts, ideas, emotions, and feelings



Our people are our most important assets. We are steadfast in our commitment to building a dynamic workplace where all employees are inspired and encouraged to achieve their full potential.



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